

AMENDED IN SENATE APRIL 4, 2011
AMENDED IN SENATE MARCH 23, 2011
AMENDED IN SENATE MARCH 10, 2011

SENATE BILL

No. 114

Introduced by Senator Yee

January 19, 2011

An act to add Section 87483.7 to the Education Code, relating to community colleges.

LEGISLATIVE COUNSEL'S DIGEST

SB 114, as amended, Yee. Community colleges: academic salary schedules.

(1) Existing law establishes the California Community Colleges, under the administration of the Board of Governors of the California Community Colleges, as one of the segments of public postsecondary education in this state. Existing law establishes community college districts, administered by district governing boards, throughout the state, and authorizes these districts to employ faculty members to provide instruction to students at the community college campuses maintained by the districts.

Existing law requires community college districts with less than 75% of their hours of credit instruction taught by full-time instructors to apply a portion of their program improvement allocation, as provided, to reaching the 75% standard.

This bill would require community college districts to determine the compensation of part-time community college faculty using a salary schedule that places part-time faculty on comparable salary steps as full-time faculty with similar academic preparation and years of

experience. The bill would require part-time faculty to be paid in a manner that mirrors the same relationship to the placement of full-time faculty on the schedule. Because this bill would impose new duties on community college districts, it would constitute a state-mandated local program.

(2) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to these statutory provisions.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: yes.

The people of the State of California do enact as follows:

- 1 SECTION 1. The Legislature finds and declares all of the
- 2 following:
- 3 (a) Part-time community college faculty are required to hold
- 4 the same academic credentials and qualifications to teach the same
- 5 courses as their full-time colleagues.
- 6 (b) Part-time community college faculty are spending the same
- 7 number of nonclassroom hours as their full-time colleagues
- 8 preparing lessons and grading assignments.
- 9 (c) Part-time community college faculty salaries should
- 10 accurately reflect the actual work performed both in and out of the
- 11 classroom, including, but not necessarily limited to, regularly
- 12 scheduled office hours.
- 13 (d) An hourly pay schedule for part-time faculty instructional
- 14 work radically underrepresents to governing boards and the general
- 15 public the actual work being performed by part-time community
- 16 college faculty members.
- 17 (e) Different types of community college instruction incur
- 18 different numbers of classroom hours per week per full-time
- 19 equivalent student load, resulting in inequities and errors in salary
- 20 and service credit reporting when salary is based on classroom
- 21 hours.
- 22 (f) Repeated problems have occurred, and continue to occur,
- 23 with accurate calculation and reporting of service credits from

1 districts to the State Teachers' Retirement System (STRS) and
2 from STRS to part-time community college faculty members, with
3 particular detriment to part-time faculty members who work in
4 more than one community college district.

5 (g) These problems with STRS reporting could be dramatically
6 resolved by a full-time equivalent—~~student~~—(FTES) (*FTE*)
7 percentage-based reporting system.

8 (h) Part-time faculty salaries in the University of California and
9 California State University systems, as well as in most K-12
10 districts, are calculated and reported for all purposes as ~~FTES~~
11 (*FTE*).

12 ~~(i) All part-time and temporary faculty should receive pay and~~
13 ~~benefits that are equal to those of tenured and tenure-track faculty~~
14 ~~of comparable qualifications doing comparable work, as determined~~
15 ~~on a pro rata basis.~~

16 SEC. 2. Section 87483.7 is added to the Education Code, to
17 read:

18 87483.7. (a) A community college district shall determine the
19 compensation of part-time community college faculty using a
20 salary schedule that places part-time faculty on comparable salary
21 steps as full-time faculty with similar academic preparation and
22 years of experience. Part-time faculty shall be placed on a schedule
23 that mirrors the same relationship to placement of full-time faculty
24 on the schedule.

25 (b) A community college district shall calculate the salary of a
26 part-time faculty member, and report that salary on payroll notices
27 and to the State Teachers' Retirement System, as a percentage of
28 full-time salary.

29 SEC. 3. If the Commission on State Mandates determines that
30 this act contains costs mandated by the state, reimbursement to
31 local agencies and school districts for those costs shall be made
32 pursuant to Part 7 (commencing with Section 17500) of Division
33 4 of Title 2 of the Government Code.